



Civilian Employment Benefits With The US Navy in Hawaii

As a federal civilian employee with the US Navy in Hawaii, you'll enjoy a comprehensive benefits package.

Holidays

- Employees are entitled to 10 paid holidays each year.

Leave

- Sick and annual (vacation) leave policies are generous.
Employees earn 13 days of sick leave each year. There is no ceiling on the amount of sick leave that may be carried over from year to year.
- Annual (vacation) leave is accrued on the basis of longevity.
13 days for the first 3 years, which exceeds the standard of 10 days in the private sector.
20 days during years 4-14
26 days after 15 years

Competitive Civilian Salaries

- White-collar workers receive a 25% cost of living adjustment (COLA) to basic pay. The COLA portion is exempt from federal taxes.
- Blue-collar workers receive pay in hourly rates, which are some of the highest in the federal government.
- Special salary rates worldwide for engineers.
- Overtime pay or time off for hours over 40 hours per week or 8 hours a day depending on work schedule.
- Scheduled pay increases based on satisfactory performance with longevity in position.
- Employees are paid every two weeks for a total of 26 pay periods per year.

Insurance

As a US Navy civilian, you'll be eligible to participate in your choice of low cost health and life insurance plans. Employees can obtain insurance coverage for themselves and their families at reasonable rates. Both insurance programs provide benefits for family members and may be continued into retirement.

- Federal Employees' Health Benefits
You may choose from 15-30 health insurance plans that offer medical, dental or optical features to meet your personal needs. Employees can choose among fee-for-service plans, health maintenance organizations, and point-of-service plans. There is an annual open season during which employees can enroll or change their enrollment from one plan to another.
- Federal Employees' Group Life Insurance
The life insurance program features variable coverage offering life and accidental dismemberment benefits. Employees do not have to prove insurability.

Retirement

You will be covered by an excellent financially sound three-tiered portable federal retirement plan.

- Basic Retirement Benefit Plan
Full retirement benefits at age 55-57 (determined by birth year) with 30 years of service
- Social Security Benefits
- Thrift Savings Plan
An attractive feature to provide employees with a tax deferred savings program for retirement income. Employees may contribute up to 10 percent of their basic salary, with agency contributing an additional 5 percent for investment in stock, bond and government security-based funds. This program allows government employees to gain the advantage of stock and bond growth without having to acquire personal expertise in finance.

Family Friendly Policies

- Alternative work schedules allow employees to work several types of workweeks other than traditional 8 hours per day/40 hours per week. Hours per day and starting and quitting times each day may vary and, in some cases, employees may be permitted to work fewer than 10 days in a 2-week period.
- Leave sharing programs allow coworkers to voluntarily transfer some of their annual (vacation) leave to specific co-workers to assist co-workers in dealing with personal or family medical emergencies.
- Family and Medical Leave Act ensures that up to 12 weeks per year of unpaid family and medical leave are available on a gender neutral basis and mandates job security for employees who take such leave.
- Paid leave for family care and related purposes allows an employee to use available sick leave to care for family members, to arrange for or attend funeral services of family members, and for absences relating to adopting a child. Federal employees can receive additional paid leave to serve as bone marrow or organ donors.

Employee Assistance Programs

- These programs provide a variety of confidential services, including counseling and referrals, to employees who are experiencing personal problems such as family pressures or financial problems.

Job Security

- Employees enjoy a high degree of job security and pay protection through a nationwide placement system if it becomes necessary for our employees to move to another location.

A Commitment to Equal Opportunity

Human Resources Office
Navy Region Hawaii
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